



501 HIGH STREET, 2ND FLOOR
FRANKFORT, KENTUCKY 40601

DEI Memo 20-10

TO: Insurance Coordinators and Human Resource Generalists

FROM: Department of Employee Insurance

RE: Open Enrollment Plan Year 2021

DATE: July 14, 2020

The annual Open Enrollment period for plan year 2021 is **October 12 through October 28, 2020**. KHRIS ESS will be available starting October 1.

Everyone is encouraged to enroll in health, dental and vision benefits for 2021. If a member does not enroll during Open Enrollment, the 2020 plan option(s) and coverage level(s) will rollover to 2021, **except** for Flexible Spending Accounts (FSA) and Waiver General Purpose HRA. Members **MUST** take action if they wish to have a Healthcare FSA, Child & Adult Daycare FSA or the Waiver General Purpose HRA.

Enrollment Guide

We will offer the mini benefits selection guide again this year. You should receive these the end of September. Please distribute to your employees as it contains important open enrollment information. The traditional benefits selection guide will be available online again this year.

Waivers

The Waiver Dental/Vision ONLY HRA has a new name – Waiver Limited Purpose HRA. This should lessen the confusion members experience when selecting a waiver option. Anyone enrolled in the Waiver Dental/Vision ONLY HRA for 2020 who does not actively enroll during Open Enrollment will be in the Waiver Limited Purpose HRA for 2021. It is the same waiver with a new name.

Open Enrollment Exceptions

Open Enrollment exceptions **MUST** be signed and received in our office by December 31, 2020 to be considered. Once the plan year starts, we will not accept or review any exception request for an Open Enrollment election; this includes exceptions for people who fail to enroll.

Open Enrollment Webinar Training

Kim Collins will send out invites in late July or early August, so watch your inbox and register for the one that best suits your schedule.

Benefit Fairs and Enrollment Kiosks

Due to COVID-19, the decision was made not to hold face-to-face benefits fairs. We are exploring virtual options. More information to come.

Open Enrollment Customer Service Hours

- October 12 through October 16: 7:30 a.m. to 4:30 p.m.
- October 19 through October 23: 8:00 a.m. to 6:30 p.m.
- October 24: 8:00 a.m. to 1:00 p.m.
- October 26 through October 28: 8:00 a.m. to 8:00 p.m.

As more information becomes available, we will send out Open Enrollment updates.